

# TTA Negotiations Update

April 21, 2026

Bargaining Sessions #6

## Negotiations Update #4 Wednesday April 21, 2026

The TTA Negotiations Team met today with the District for the **sixth** session of the 2026 successor bargaining campaign. Your support at the School Board meetings and in front of your school sites has been amazing. Keep shirting up and showing up!

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### COMMUNICATION & COLLABORATION

**Article VI. Hours of Employment.** TTA countered with language regarding the instructional day vs. the professional workday for school sites and district offices, including the rejection of TUSD's proposal of lengthening the TK/K workday. TUSD is continuing to propose this concept in different pieces of language and TTA is continuing to respond with the status quo to their concessionary proposals.

**Compensatory Time Off. TTA countered** language to guarantee equal comp time/hourly rate for mandatory attendance at evening events.

**Parent Conferences. TTA countered** language to define conferences and to provide teachers with flexibility in scheduling meetings with parents.

**Open House/ Portfolio Day.** TTA proposed language to schedule these events during the instructional day.

**Positive Work Year Calendar.** TTA agreed with and countered with additional language to provide flex time with scheduling 'dark days.'

**Adjunct Duty. TUSD rejected** language TTA proposed to create equity in these duties. TTA will counter.

**Article XVII. Calendar Considerations.** TTA proposed language to prevent the District from scheduling non-instructional or student-free days on a Friday/Monday when Yom Kippur falls on a weekend, and to exempt certain cultural and religious holidays from Personal Observance Day (POD) restrictions. (For example, a unit member would be able to take their POD on Good Friday, even though it would fall the Friday before Spring Break.) **TUSD agreed to the Yom Kippur language but rejected the language regarding PODs, citing issues with subs and coverage as their reasoning.**

**Article XII. Special Education.** TUSD countered TTA's proposed language regarding case load sizes, staffing, clustering, and other elements of the article, by rejecting most of the proposed language citing unknown costs and limited classroom and office space. TUSD is struggling with the concept of clustering students vs. adequate space to do so. They shared that they are looking into costing some of the items in our proposal and they plan on reviewing those costs before providing a final response.

**Article XV. Professional Development.** TTA proposed language to allow the inclusion of items from PLCs and Faculty Meetings. This was a previously agreed upon concept in discussion of Article VI, but we proposed moving it to the PD article.

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### **LEADERSHIP & CHARACTER**

TUSD is unwilling to commit to any language regarding caseloads, class size, compensation, etc. due to potential costs and is unwilling to respond to anything regarding these issues until the state budget revision is released in mid-May. Hence the strikeouts of language without any true counterproposals.

The District's idea that striking/rejecting TTA proposed language is an appropriate counterproposal is concerning. They admit there are problems that need to be addressed, but they offer no resolutions to the problems through counterproposals that essentially leave things unchanged or weakened working conditions. The District continues to expect TTA to do the heavy lifting of creating language, only to reject the language again.

Another concern is the inequity presented by allowing more latitude with time off for Yom Kippur over other cultural/religious holidays. The language we proposed attempts to resolve the issue of members being denied the right to celebrate their religious holiday when it is scheduled, as happened this year with Lunar New Year. Meanwhile, none of these restrictions apply to administrators. Ultimately, had Yom Kippur never been codified in the contract, none of this would be a problem. TTA will continue working to be more inclusive with this language.

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### **CIVIC ENGAGEMENT & GLOBAL CITIZENSHIP**

Our next negotiations session is Wednesday, April 29. Keep shirting up and showing up! Thanks to those of you who joined us at the school board meeting on April 20th. It is always impactful to hear our union brothers and sisters share their stories.

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The TTA Negotiations Team is appointed by TTA President Carlos Anwandter and approved by the TTA Executive Board. Members are Lisa Hamilton (Lincoln ES), chair Amy Irwin (Lynn MS), America Moreno (Yukon) ES, Cam-An Navarro (NHS), Deb Tabush (Riviera ES), and Julie Shankle (TTA Staff).

The District's Team is headed by Assistant Superintendent of HR Julio Hernandez, and includes William Arguello (Director of HR-Classified), Chris Diaz (Executive Director of Fiscal Services), Dr. Ben Egan (Secondary Senior Director), Dr. Alice Lee (Elementary Senior Director), Sorah Han (Yukon Elementary Principal), Dr. Vicki Hath (Arlington Elementary Principal, past TTA Treasurer and former TTA negotiations team member), Elyse Imperial (HR Analyst), Dr. Sue Key (Madrona MS Principal), Dr. Stephanie Lewis (Director of Adult Education), Karina Madge (Administrative Assistant to Hernandez), and Jenna Murata (WHS Principal).

Here is a link to our latest video update: [TTA Video Negotiations Update Session 6](#)

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